

Enclosure 5c

November 1, 2016

# **Prepare Rhode Island: Transforming Rhode Island's Career Preparation System**

November 1, 2017

# Prepare RI – Overview

- By 2025, more than 70% of jobs in Rhode Island will require a post-secondary degree or certification. But currently, fewer than 40% of Rhode Islanders have such a credential.
- Rhode Island has one of the highest unemployment rates in the country, yet at any one time there are more than 14,000 jobs unfilled because many available candidates don't have the credentials needed to fill them.
- At a time when our economy needs more highly-educated workers with a transferable set of skills, our career preparation system isn't doing enough to be responsive.
- Rhode Island must urgently transform its career preparation system to better Prepare RI graduates for careers that require post-secondary degrees or industry certificates.

## Supporting the Process

# Statewide Public Engagement

**Career  
Readiness  
Summits**

**Educator  
Survey and  
Engagement**

**Parent Survey  
and  
Engagement**

**Industry  
Survey and  
Engagement**

**Student  
Survey and  
Engagement**

**Jobs for the  
Future**

**RIPEC**

**Career  
Readiness  
Fellows**

**Industry  
Champions**

**Career Readiness Working  
Group**

**Core Team**

# Needs Assessment Key Findings: Strengths

## ⌘ *Public Enthusiasm and Engagement*

- Several majority employer boards meet regularly and are well attended, including the Career and Technical Education Board and Trust and Governor's Workforce Board.
- There are multiple active nonprofits, including Skills USA, Junior Achievement, PASA and others already leading this work.

## ⌘ *Universal Access to Advanced Coursework*

- Dual and Concurrent Coursework
- Advanced Coursework Network (ACN)
- CTE Program Choice through portable school funding formula

## ⌘ *Leadership*

- The new administration has started several new programs (P-Tech, CS4RI, Electric Boat) all aimed at equipping youth with the skills they need for jobs that pay.
- Alignment between Rhode Island's state agencies that support workforce development.

# Needs Assessment Key Findings: Gaps

## ⌘ *Not focused on meeting the needs of employers*

- There are multiple employer engagement structures that are not effective or aligned.
- Most existing programming is not designed with employer need in mind.

## ⌘ *Limited career education opportunities*

- There are too few work-based learning opportunities for youth.
- Students and educators are disconnected from the labor market.
- Most students lack focused career advising.

## ⌘ *Fragmented career preparation system*

- Multiple employer structures are not aligned and are often unguided in role, scope and mission.
- There are lots of programs, but little connection between them or to LMI.
- Little data is available outside of CTE/Perkins requirements and there is limited information on how funding streams are utilized.

## ⌘ *Stigma Attached to Career Education*

- An outdated vision of career education permeates the state.

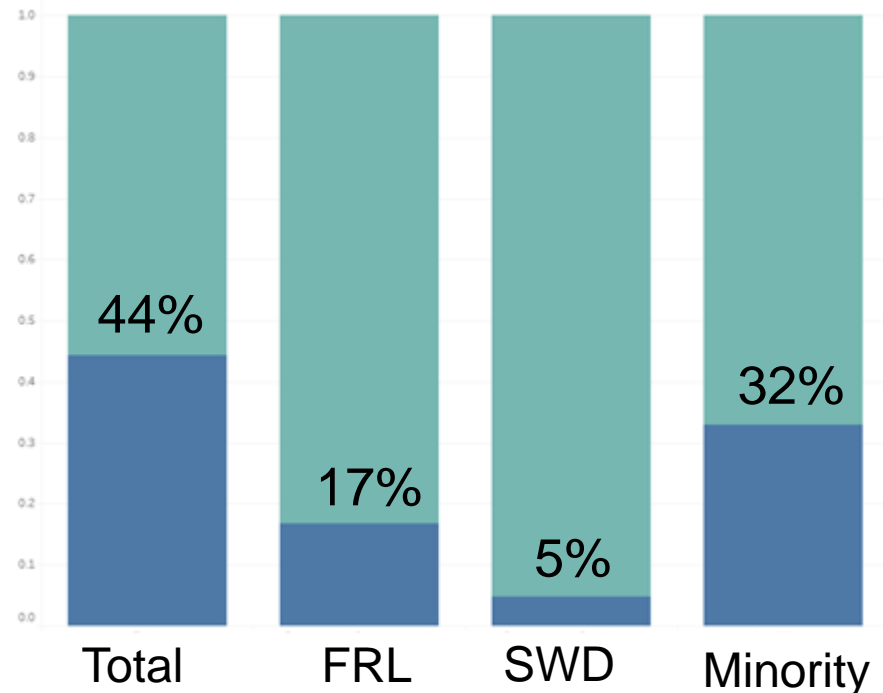
# Data Analysis Key Findings

- ⌘ Too few students of color and economically disadvantaged students are accessing coursework aligned to high-skill, high-demand careers.

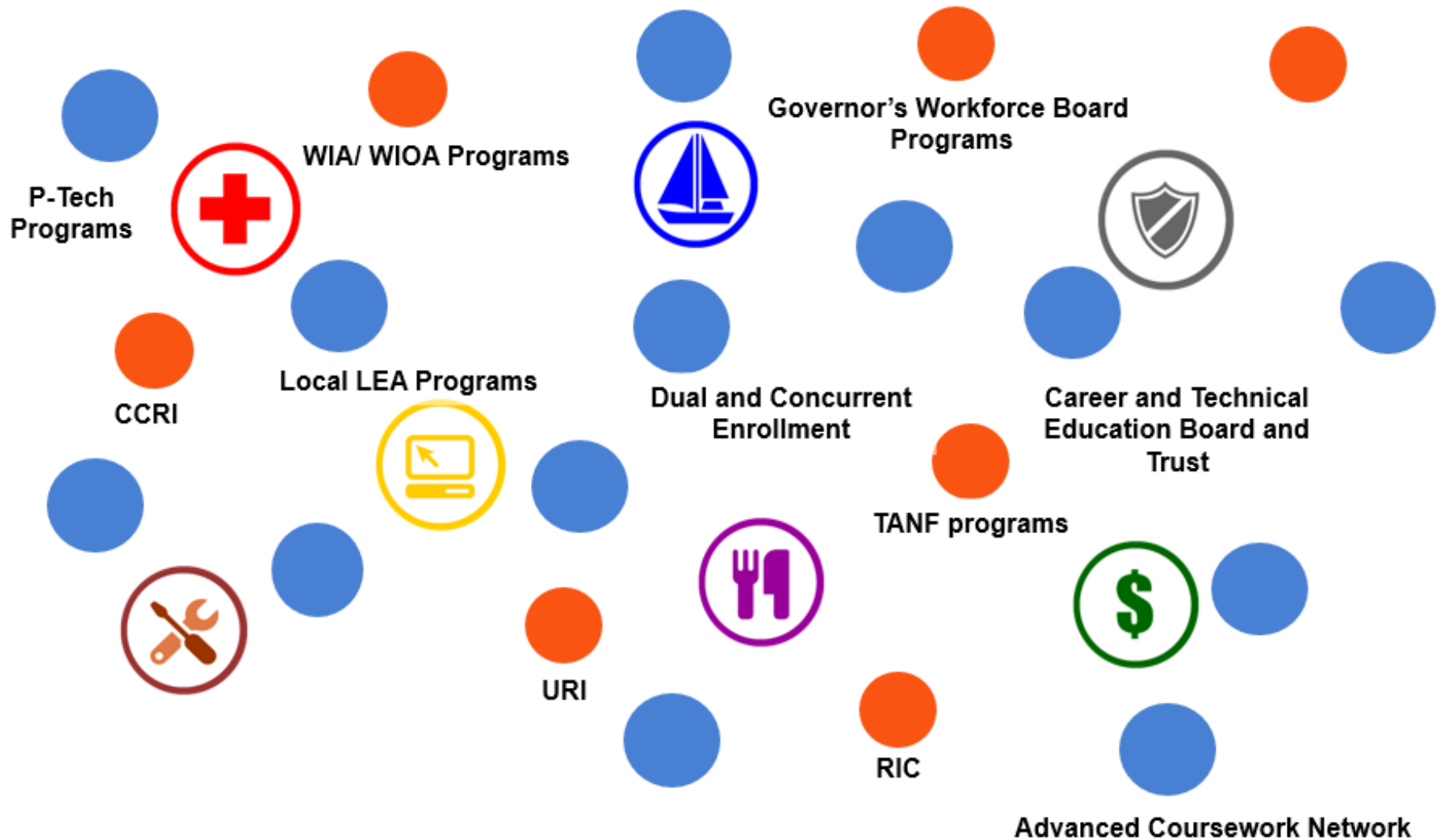
## *Coursework Participation*

HS/HD Sector Coursework	%White Students	%Minority Students
Defense CTE	83%	17%
Marine Trades CTE	93%	7%
AP Computer Science	72%	28%
Dual and Concurrent	73%	27%
Total Pop.	60%	40%

## *Post-secondary Credential Attainment*



# Fragmented System of Career Preparation in 2016



# Proposed System for Career Preparation

## Empowers Educators

All educators are provided supports and leadership opportunities to become experts in career education.

## Multiple Entry and Exit Points

Give all youth opportunities to enter, exit, and re-enter career pathways through flexible pathways programming.

## *Career Readiness for All Students*

## Mixed Delivery System

Schools have a menu of state supported ways they can provide demand driven career education.

## Demand Driven

Career education is responsive to the needs of high-skill, high-demand employers





# Theory of Change

⌘ The State of Rhode Island is committed to re-thinking the educational experiences of all its students and ensuring that education fulfills its promise as the great equalizer it was meant to be.

⌘ The state's ***theory of change*** is that if we can:

- establish a clear and compelling opportunity for business involvement;
- provide career education opportunities for ALL youth;
- better align the career preparation system; and
- create a sustaining demand for career education among students, families, and educators,

**then**, all RI students will be prepared for and succeed in college and career, and RI employers will have the workforce needed to succeed in the current and future economy.

⌘ ***All means all.***

# Major Objectives

## ⌘ Establish clear and compelling opportunities for business involvement

- Expand the employer-led, demand-driven Real Jobs Rhode Island (RJRI) workforce development initiative to include K-12 in all partnerships.
- Reduce existing barriers to employer engagement and establish incentives for employers to more proactively engage with schools.
- With employer input, create scaled workforce programs between K-12 and higher education, with a particular focus on CCRI.

# Major Objectives

## ⌘ Provide career education opportunities for ALL youth

- Provide every student in the state flexible career pathway opportunities through quality delivery models outside of just traditional CTE programming by 2020, with a focus on expanding career awareness and exploration, post-secondary coursework, and work-based learning opportunities.
- Improve access and the reach of career education by providing parents and students clear information on and easier access to programs outside of their traditional district boundaries.

# Major Objectives

## ⌘ Better align the career preparation system

- Focus the system behind delivering meaningful outcomes for students and meeting the needs of high-skill, high-demand industries.
- Include career-focused indicators as part of the school accountability system and create career-readiness diploma endorsements.
- Working with the employer-led Rhode Island Public Expenditure Council (RIPEC), further develop an asset map of state and federal funding streams and improve the use of data in funding decisions.

# Major Objectives

## ⌘ Create a sustaining demand for career education

- Develop a community of practice in education that gives educators more connections with high-wage, high-demand fields and strengthens their instructional practices in career pathways.
- Align efforts behind a broad communications strategy, including a marketing and ad campaign that creates a sustaining demand for career education, reduces its stigma, and improves awareness of the needs of the changing economy.

# Career Readiness Action Plan: Leveraging Resources and Engaging Stakeholders

## ⌘ *Career Pathways Subcommittee to serve as chief implementation unit*

- The subcommittee has reconvened with a new mission focused on implementing the action plan and intentionally comprises representatives from high-demand, high-wage industries and the New Skills for Youth Core Team.

## ⌘ *Performance management*

- Similar to the Overdose Task Force, the state's Office of Performance Management will lead cross-sector quarterly reviews of the action plan to track progress against quarterly benchmarks.

## ⌘ *Consistently engage local stakeholders*

- Quarterly Prepare RI summits will develop communities of practice focused on building capacity to support a high-quality system of career education.
- The communications plan is focused on building interest and spreading information to students, families, districts, and schools.

# Questions